

# Framingham Supplementary Regulations

December 12, 1984	Verification of Dependent Status	Each September and January, verification is required from the educational institution that a dependent over the age of eighteen is currently enrolled as a full time student, verification must be furnished of the last date he/she attended classes.
December 12, 1984	Membership	Effective April 1, 1981, all new employees who are employed a minimum of 20 hours per week, must become members of the Retirement System.
December 12, 1984	Creditable Service	Creditable service for part-time employees shall be prorated as it bears against full-time service. <b>(REPEALED 12/29/97).</b>
December 12, 1984	Expense Fund	To maintain \$10,000 in a specified bank and to issue a check each week for any available excess funds to be forwarded to the Massachusetts Municipal Depository Trust Company until such funds are required to meet expenses.
December 12, 1984	Expense Fund	To transfer any funds necessary to meet expenses as such funds are required, from the Massachusetts Municipal Depository Trust maintain \$10,000 in a specified bank and to issue a check each week for any available excess funds to be forwarded to the Massachusetts Municipal Depository Trust Company until such funds are required to meet expenses.
December 12, 1984	Advance Payments	That the rules and regulations to implement the provisions of G.L. c. 32, § 99 shall be as follows: <ul style="list-style-type: none"> <li>• The implementation of section 99 shall be handled by the Framingham Retirement Board.</li> <li>• That the advance payments shall be at the option of the retiree on an estimated basis</li> <li>• That the advance payments shall not exceed 80% of the amount due.</li> <li>• That the advance payments shall be paid by the Framingham Retirement system.</li> <li>• That the advance payments shall be for superannuation retirements only.</li> </ul>
February 28, 1986	Regular Compensation	Merit payments are not considered regular compensation for retirement purposes but considered a bonus as this payment is not continuing in nature but a single payment over and above the normal salary due for the position.
October 28, 1987	Membership/Federal Grant Employees	Those employed in a non-teaching position for a minimum of 20 hours per week under Chapter 188 shall become members of the Retirement System and that an amount equal to the future pension costs incurred because of the federal grant shall be forwarded to the Retirement System in accordance with the provisions of chapter 661 of the acts of 1983.
November 23, 1987	Regular Compensation	Educational increments paid to certain library employees shall not be considered regular compensation for retirement purposes due to the fact that it is a bonus which is not paid to everyone within the department, but only those who obtain the credits while in the employ of the Town and who are not required to have the credits for their position.

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January 7, 1988	Buy-Backs	A minimum weekly payroll deduction of \$15.00 on a payroll handled through the Town Accountant's office for those individuals who wish to pay a make-up payment in excess of \$300 will be permitted. Such individuals shall have the option of making substantial partial payments. No payroll deduction will be permitted on a make-up payment under \$300. <b>(REPEALED by letter dated October 22, 1997)</b>
November 2, 1988	Regular Compensation	That the amounts received in addition to working supervisors' regular compensation be considered regular compensation for retirement purposes as it is a regular payment and paid to everyone in this type of position covered by the contract.
November 27, 1989	Buy-Backs	To permit a minimum weekly payroll deduction of \$15.00 for those individuals who wish to pay a make-up payment in excess of \$300 on service on or after January 12, 1988. No payroll deductions will be permitted on a make-up payment under \$300 nor will payroll deductions be permitted on service prior to January 12, 1988. <b>(REPEALED 12/29/97).</b>
June 6, 1990	Record Retention	That no original record from an employee or retiree folder be permitted to leave the retirement office.
March 19, 1991	Regular Compensation	That uniform allowance being paid to various departments not be considered regular compensation for retirement purposes as the board is of the opinion that these are reimbursements for expenses or necessary costs of employment.
May 16, 1991	Membership	That temporary full-time employees join the retirement system as of the date of their employment. (Rescinded by supplementary rule approved August 12, 1991).
August 12, 1991	Membership	That seasonal employees will not be eligible for membership in the retirement system.
September 23, 1991	Regular Compensation	That training pay which is a percentage of base pay and paid as part of a weekly salary be considered regular compensation for retirement purposes.
September 9, 1993	Membership	That employees of the HUD grant "Secretaries Special Project-School Drop Out Prevention Activity Grant" be eligible for membership in the Framingham Retirement system if employed 20 hours per week and current employees shall continue their membership under this grant.
September 29, 1993	Regular Compensation	The Hazardous Material Training Stipend, which is 2% of the base salary and is paid once a year in December, shall be considered regular compensation for retirement purposes effective July 1, 1992.
September 29, 1993	Regular Compensation	The EMT Pay and Training effective July 1, 1993, which was increased \$250 for an EMT FF in the top step and a payment of \$750 for all other EMT's be considered regular compensation for retirement purposes.
September 29, 1993	Regular Compensation	The Defibrillator Training pay of \$100, which is paid annually, be considered regular compensation for retirement purposes.

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May 26, 1994	Regular Compensation	That the \$50 safe driver award for bus drivers who have been accident free for four years not be included as regular compensation for retirement purposes.
May 26, 1994	Regular Compensation	That the \$150 stipend awarded to assistant teachers and secretaries not be included as regular compensation for retirement purposes.
July 27, 1994	Birth/Marriage/Death Records	That certified birth certificates, marriage certificates and death certificates be filed with the Retirement System in lieu of photostatic copies. If any employee has a copy in their file, the certified record must be filed prior to the receipt of any payments from the Retirement Board. <b>(REPEALED 12/29/97).</b>
May 3, 1995	Regular Compensation	The stipends being paid on a monthly basis to the Parking Commissioner and the hearing officer shall be considered regular compensation for retirement purposes.
August 16, 1995	Regular Compensation	That the annual stipend for superintendents shall be considered a payment in lieu of overtime compensation and therefore, not considered regular compensation for retirement purposes.
January 16, 1996	Regular Compensation	That the stipend paid to members of the hazardous materials response team be considered regular compensation for retirement purposes.
August 30, 1996	Election Rules	45 day election schedule approved.
December 16, 1996	Buy-Backs	A member must have worked a minimum of twenty (20) hours per week for a buyback or make up payment of non-membership service. Creditable service will be prorated as it bears against full time service.
September 4, 1997	Veterans' Buy-Back	All veterans, eligible under chapter 71 of the acts of 1996, shall have the following options on the purchase of their military time. Payment may be made in a lump sum or through payroll deductions for a period of up to three (3) years. Payment must be received in a lump sum prior to retirement or resignation. Veterans with a legitimate hardship in purchasing their military time through the above methods can request a hearing before the Retirement Board.
December 5, 1997	Disability Applications	All disability applicants shall be responsible for the following: <ul style="list-style-type: none"> <li>• Obtaining all medical records applicable to the disability</li> <li>• Payment of all charges for obtaining the medical records</li> <li>• Submission of four copies of the complete medical packet to the Retirement Office.</li> </ul>
December 29, 1997	Creditable Service	Full time service shall be based on the individual department's hourly requirement for full time service. Part-time service shall be based on actual hours worked that are less than the department's required full time hours, to be prorated only on the conditions listed below.

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		<p>A Part-time employee shall be granted one year of creditable service for each calendar or school year worked and upon retirement the allowance shall be based on their average highest consecutive three-year salary.</p> <p>A full time employee who takes a part-time position in the last years, prior to retirement, shall have the part-time service prorated.</p> <p>A part-time employee who takes a full time position prior to retirement shall have the part-time service prorated and the retirement allowance based on their highest consecutive 36-month salary.</p> <p>A part-time employee who takes a full time position in the last three years prior to retirement shall have the part-time service prorated and the retirement allowance based on the average of their highest consecutive three-year salary.</p> <p>Part-time employees who were never employed on a full time basis shall have a retirement allowance calculated on the basis of one year of credit for each year worked and the retirement allowance based on the average of their highest consecutive three year salary. (NOTE: This rule is repeated twice in the Board's letter of October 23, 1997.)</p> <p>Part-time employees who transfer their service to another municipality shall be given creditable service, prorated, based on actual service rendered.</p> <p>Part-time employees who take a refund and then take a position in another municipality, upon their request to repay the funds, shall be given creditable service, prorated, based on actual service rendered.</p>
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